



WESTCOUNTRY SCHOOLS TRUST JOB DESCRIPTION

Job Title:	Teacher of Religious Studies
Location:	Across the Trust (based at Ivybridge Community College currently)
Grade/salary:	MPS / UPS
Hours:	1.0 FTE
Reports to:	Head of Human Sciences
Responsible for:	N/A
Key relationships:	Human Sciences Department, Humanities Department, Teaching Assistants, Pastoral Leaders, Safeguarding, SEND Department.

Job Purpose

The Teacher of Religious Studies supports the effective operation of the trust and works to uphold and promote its vision and values. The post holder will carry out the duties of a teacher as set out in the most recent School Teachers' Pay and Conditions document. Your aim is to be an effective teacher and tutor who challenges and supports all your students to do the best and achieve their potential by:

- Inspiring trust and confidence in your students and colleagues.
- Building team commitment amongst your students and colleagues.
- Engaging and motivating students.
- Analytical thinking.

Taking positive action to improve the quality of your students' learning.

Duties and Responsibilities

1. At all times demonstrate and uphold WeST's core values, ensuring that behaviour, actions and decisions align with the principles that guide our work.
2. The delivery of teaching to promote learning and achievement across Key Stages.
3. Maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments, which are relevant to your work.
4. Plan tutorials, lessons and sequences of lessons to meet students' individual learning needs.
5. Use a range of appropriate strategies and follow College policies for tutoring, teaching and behaviour management.

6. Assess, monitor and record the progress of students in your teaching and tutorial groups; give them constructive feedback, targets and advice; and report their progress to, and discuss their progress with their parents/carers.
7. Do all you can to ensure that, as a result of your tutoring and teaching, your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally.
8. Within the framework of the Trust's Performance Development Review (PDR) policy, take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
9. Make an active contribution to the policies, aspirations and plans of your Year, your curriculum and your student performance team.
10. Support delivery of our wide selection of extra-curricular and enrichment opportunities.

Departmental Responsibilities

1. Maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments, which are relevant to your work.
2. Plan tutorials, lessons and sequences of lessons to meet students' individual learning needs
3. Use a range of appropriate strategies and follow College policies for tutoring, teaching and behaviour management.
4. Assess, monitor and record the progress of students in your teaching and tutorial groups; give them constructive feedback, targets and advice; and report their progress to, and discuss their progress with, their parents/guardians.
5. Do all you can to ensure that, as a result of your tutoring and teaching, your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally.
6. Within the framework of the College's PDR and CPL policies, take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
7. Make an active contribution to the planning of the curriculum within the department.

All roles include the following:

1. To act in accordance with, and actively promote, all Trust policies, including Safeguarding, Health and Safety and Equality & Diversity.
2. To participate in Continuing Professional Development (CPD relevant to the role and to engage in Performance Development Reviews (PDRs).
3. Preparing and contributing to Trust wide development by sharing best practice and delivering/receiving professional feedback.
4. To retain confidentiality and maintain data and/or files in accordance with Trust policies for data governance, as appropriate for the role.

This job description provides a general reflection of the main duties and responsibilities of the post at the date of production. You may be expected to take on other reasonable activities deemed to be within the character of the post to assist in efficient service delivery. The duties may change over time as requirements and circumstances evolve without changing the general character of the post or level of responsibility.

PERSON SPECIFICATION

E = Essential, D = Desirable

Method of Assessment The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other selection activity)
VALUES-BASED BEHAVIOURS - It is important to us that your values align with ours:			
Compassion:			
Recognising need in others and acting with positive intention to promote well-being and improve outcomes	E		X
Aspiration:			
Works to high expectations, modelling the delivery of high-quality outcomes	E		X
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence	E		X
Integrity:			
Acting always in the interests of children and young people,	E		X
Acting with a consistent and uncompromising adherence to strong moral and ethical principles	E		X
Communicating with transparency and respect, creating a working environment based on trust and honesty	E		X
Collaboration:			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others	E		X
QUALIFICATIONS:			
Degree, teaching qualification in the specified curriculum area	E	X	
Recent record of appropriate CPD being undertaken	E	X	
Higher Level Degree, further educational qualifications	D	X	
EXPERIENCE:			
Proven experience teaching across the Key Stages	E	X	X
Proven experience of the delivery of teaching to promote learning and achievement across Key Stages	E	X	X
Evidence of using data effectively to support improvements to attainment and progress across student groups	E	X	X
Have an understanding of what highly effective evidence-based pedagogy and practice looks like	E	X	X

Experience of being a team player, with good people skills and evidence of the impact of these on raising student performance	E	X	X
Evidence of being a highly effective teacher with strong subject knowledge and classroom practices	E	X	X
Experience of taking positive action to improve the quality of your students' learning	E	X	X
Proven experience in maintaining a thorough and up-to-date knowledge of the teaching of your subjects, taking into account wider curriculum developments	D	X	X
KNOWLEDGE, SKILLS AND ABILITIES:			
An obvious and infectious passion for learning and in particular, supporting students to meet their individual needs within your subject area	E	X	X
Ability to enthuse and motivate the students to raise standards within the classroom even further	E	X	X
Self-critical, awareness of own strengths and development targets, and professional development requirements	E	X	X
Inspire trust and confidence in your students and colleagues	E	X	X
Ability to build team commitment amongst your students and colleagues	E	X	X
Ability to think both analytically and creatively	E	X	X
Strong organisational skills and the ability to consistently meet deadlines	E	X	X
Ability to work independently and be a team player	E	X	X
Ability to relate effectively to students, colleagues and parents	E	X	X
Confident and competent in the use of ICT to enhance learning, monitor progress and communicate with others	E	X	
Commitment to the College's vision and values – desire to make a difference	E	X	X
Be a role model, promoting both the College's and the Trust's values	E	X	X
FURTHER REQUIREMENTS:			
Professional, enterprising, personal impact	E	X	X
Outgoing, warm personality, approachable, inclusive	E	X	X
Positive, adaptable	E	X	X
Energetic, enthusiastic	E	X	X
Self-motivated, self-confident	E	X	X
Calm under pressure, emotionally intelligent	E	X	X
Sensitivity, fairness, tact, discretion	E	X	X
Reliable, committed	E	X	X